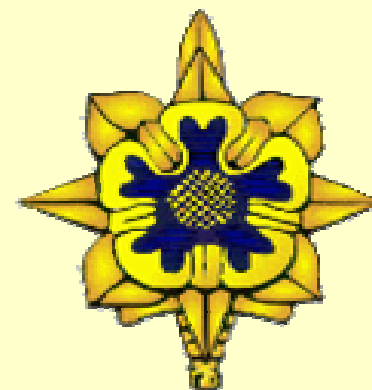




MSG SELECTION BOARD BRIEFING



**MI PROPONENT
INFORMATION
PACKET**



MSG SELECTION BOARD BRIEFING

ATZS-MI

January 2004

MEMORANDUM FOR 2004 Master Sergeant Selection Board

SUBJECT: MI Proponent Input

1. The Military Intelligence Corps provides the enclosed information to assist you in better understanding the Military Occupational Specialties (MOS) that make up the 33, 96, and 98 Career Management Fields (CMF). MI soldiers are at the leading edge of technology and provide critical support to war-fighters on a daily basis. Their job skills are diverse and include analysis, collection, processing, operation, and maintenance of a variety of intelligence systems.
2. MI Master Sergeants serve in a variety of leadership and operational positions. It is important for the board members to realize that many of the duty positions they will see reflected in soldiers NCOERs, fall under non-traditional duty titles, and even within the same duty titles there is considerable differences at times in scope and level of responsibility.

**We have included information on each MOS data sheet for traditional and non-traditional duty titles to identify the grade/rank to which they should apply as related to scope and level of responsibility. This will serve as starting point for your review, but it is imperative that duty descriptions on the NCOER are reviewed for specific information on numbers of soldiers, etc.
3. As a board member, you may also see short period NCOERs due to frequent deployments by many MI NCOs. This should not be construed as negative, but rather looked upon as a positive. These soldiers are doing what they were trained to do in the most challenging of environments.
4. It is my hope that this packet will provide you with the information you need to identify and select those MI NCOs most qualified and deserving of promotion. Thank you for your efforts.
5. Please view Enclosures 1 & 2 which cover the Great Skill program and Special Mission Units respectively. These programs apply to all MI Military Occupational Specialties.
6. "Always Out Front"

LAWRENCE J. HAUBRICH
CSM, USA
MI Corps Command Sergeant Major



CMF 33

Career Management Field (CMF) 33

Military Intelligence (MI) Systems Maintenance and Integration

Overall Mission of CMF 33:

The mission of MI Systems Maintainers/Integrators is to perform electronic maintenance at multiple echelons, from organizational through depot level. In many instances, the CMF 33 Maintainers/Integrators perform component level repair on one-of-a-kind systems.

CMF MOS Breakdown:

CMF 33 is composed of a single Military Occupational Specialty; 33W - MI Systems Maintainer/Integrator.

Career Progression Information:

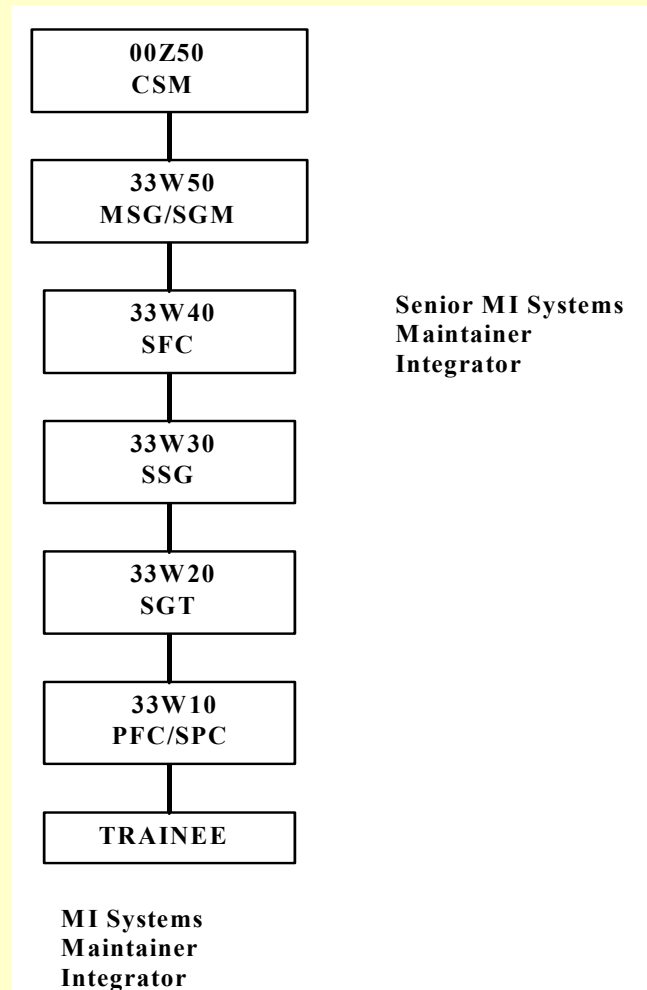
CMF 33 Career Progression Chart is located on the following slide, and the MOS Progression Chart for MOS 33W and is located immediately after its Education Slide.

Impact of Force Structure Changes on CMF 33:

No major changes since 1997.



33 CMF CAREER PROGRESSION CHART



Chapter 10, DA PAM 611-21



LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter (others: i.e. EO, IG, etc)
- Special Mission Units/Great Skills Program
- Operational Deployments

LEADERSHIP OPPORTUNITIES:

- Drill Sergeant
- PSG
- 1SG
- Instructor – NCO Academy/Army Service School



Promotion Potential Indicators



The following indicators should be considered when evaluating promotion potential for 33 CMF NCOs to the grade of MSG:

- **Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- **Show strong trend towards excellence over long periods of time, regardless of position or assignment.**
- **Exceeded NCOES Course Standards (Honor Graduate, Commandant's List, Distinguished Leader Award).**
- **Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- **Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- **Demonstrates high standards of conduct and adherence to Army values.**



RECOGNITION OR AWARDS



- Recipient of Knowlton Award
- Member of Audie Murphy or SGT Morales Club



33W MOS DESCRIPTION

NCO DUTIES: Leads MI systems maintainers/integrators. Diagnoses and corrects complex computer-controlled MI systems. Administers, maintains and conducts Information Assurance on a Distributed Processing Network (DPN). Supervises calibration and shop safety programs. Analyzes recurring faults in MI systems and recommends modifications. Serves as the quality assurance/control inspector for MI systems maintenance. Prepares maintenance and integration annexes for unit Standard Operating Procedures (SOP). Maintains equipment repair and maintenance schedules for unit systems. Oversees repair parts stock levels. Performs as system integrators for various MI systems. Implement configuration management policies and procedures. Establishes inter-connectivity between MI dissemination systems.

KEY CONSIDERATIONS FOR SELECTION TO MSG:

a. Assignments. Ideally, 33W SFC candidates for MSG should have both operational field assignments, as well as garrison assignments. Those 33Ws with diversity in assignments will be better prepared to lead young soldiers in the Electronic Maintenance World. Assignments as noted below should be viewed in the most positive sense by board members:

Special Mission Units	Instructor	Drill Sergeant
Deployments	Recruiter	

b. Duty Positions. Ideally, 33W SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as in at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest possible sense:

<u>SFC Equivalent Positions (norm)</u>	<u>MSG Equivalent Positions (exceptional)</u>
Sr MI Systems Maint/Int	First Sergeant
Sr Tech Intel Analyst	Ch MI Systems Maint/Int
Sr UAV Repairer	Sr Career Manager
Sr Instructor/Writer	*Ch Instructor/WTR
Maintenance NCOIC	Senior Career Advisor
Sr IEW Systems Repair Sergeant	Detachment Sergeant/NCOIC
Shop Foreman	Reserve Component Advisor
Sr Drill Sergeant	

* MSG and SGM positions standard duty title is identical; review NCOER for MSG or SGM position.

** 33W SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 33W soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. Post AIT military training other than NCOES for CMF 33 soldiers is very limited. Ideal candidates for promotion to MSG should have outstanding AERs for BNCOC and ANCOC.



33W EDUCATION

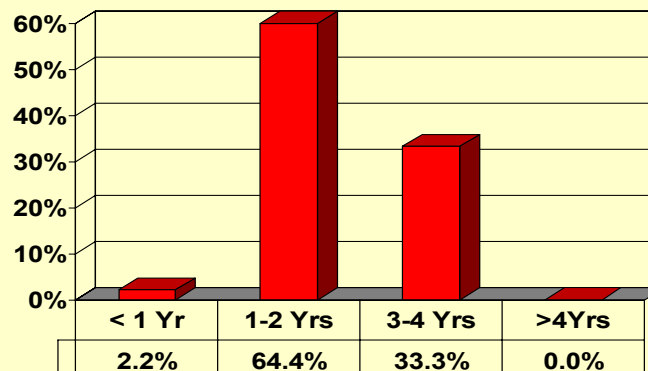


MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- ASSOCIATE CERTIFIED
ELECTRONICS TECHNICIAN (AST)
- NETWORK SYTEMS TECHNICIAN
(CNST)
- JOINT MILITARY INTELLIGENCE
COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- AA/AS or equivalent in electronics
technology, electronics engineering, or
information technology.
- Department of Labor Apprenticeship
Program
- SUN Certified Solaris Administrator



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



TYPICAL 33W CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM	SL5 Sergeant Major First Sergeant Chief MI System Maintainer/Integrator (E-8) Reserve Component Advisor Sr Professional Development NCO Chief Instructor/Writer Sr Career Management NCO Sr Career Advisor
1SG COURSE BATTLE STAFF COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr Instructor/Writer Professional Development NCO Sr Small Group Leader Sr MI Systems Maintainer/Integrator
ANCOC	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant Military Intelligence System Maintainer/Integrator/SGT NCOES Small Group Leader Instructor/Writer
BNCOC	5 YEARS	SSG	SL2 Military Intelligence Systems Maintainer/Integrator Service School/NETT Instructor
PLDC		SGT	SL1 Military Intelligence Systems Maintainer/Integrator
IET	0 YEARS	SPC PFC PV2 PVT	



Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B:	Systems Repairer (ECB/EAC)		Squad Leader	Sr Systems Repairer Detachment Sergeant Platoon Sergeant Career Advisor/ Professional Dev NCO Sr Small Group Leader	Ch Systems Repairer First Sergeant Sr Career Mgt NCO Sr Career Advisor/ Professional Dev NCO Branch Chief Deputy Commandant Ch Instructor/Writer Ch Tng Dev/Writer	Repairer Supervisor Bn/Bde CSM Bde/Gp S3 SGM
Developmental Duty Assignments (See note 1)		Instructor/Writer	Small Group Leader	Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor		
			Tng Dev/Writer Drill Sergeant AC/RC Coordinator Recruiter		Sr Ops NCO	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES-Related Courses (See note 2)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Technical Writing Research Techniques Public Speaking	Prior to ANCOC Principles of Management Organizational Behavior Problem Solving		Prior to SMC Human Resource Management
Recommended Functional Courses			→ Battle Staff Operations Course		First Sergeant Course	
Block E:	Skill Level 10-20		Skill Level 30	Skill Level 40	Skill Level 50	
Recommended MOS-Related Courses/ Training (See note 3)	1. Basic Electricity and Electronics 2. Digital Circuits 3. Precision Soldering 4. Computer Security 5. IEW Operations	6. Depot Maint Ops 7. R&D 8. SUN Maint 9. Spectrum RISC/Unix Maint	Unit Level Maint Mgt Army Doctrine	Depot and EAC Maint Mgt Information Operations	TRADOC Middle Mgr Crs	
Block F: ASI Producing Courses	1. Unmanned Aerial Vehicle Repair (U2) 2. Tactical Exploitation System (TES) Integrator/Maintainer (4T)					
Block G: Recommended MOS-Related Certification or Degree Program (See note 4)	AA/AS or equivalent by the 10th year; BA/BS by the 15th year of service in electronics technology, electronics engineering, or information technology. Department of Labor Apprenticeship Program by the 7th year of service. SUN Certified Solaris Administrator by the 12th year of service.					



CMF 96

Career Management Field (CMF) 96 Military Intelligence (MI)

Overall Mission of CMF 96:

The mission of the Military Intelligence soldier is to collect, process, analyze, and disseminate all types of intelligence at battalion through the national level using a wide variety of technical systems.

CMF MOS Breakdown:

CMF 96 is composed of seven Military Occupational Specialties;

- 96B - Intelligence Analyst
- 96D - Imagery Analyst
- 96H - Common Ground System Operator
- 96R - Ground Surveillance System Operator
- 96U - Tactical Unmanned Aerial Vehicle Operator
- 97B - Counterintelligence Agent
- 97E - Human Intelligence Collector

Career Progression Information:

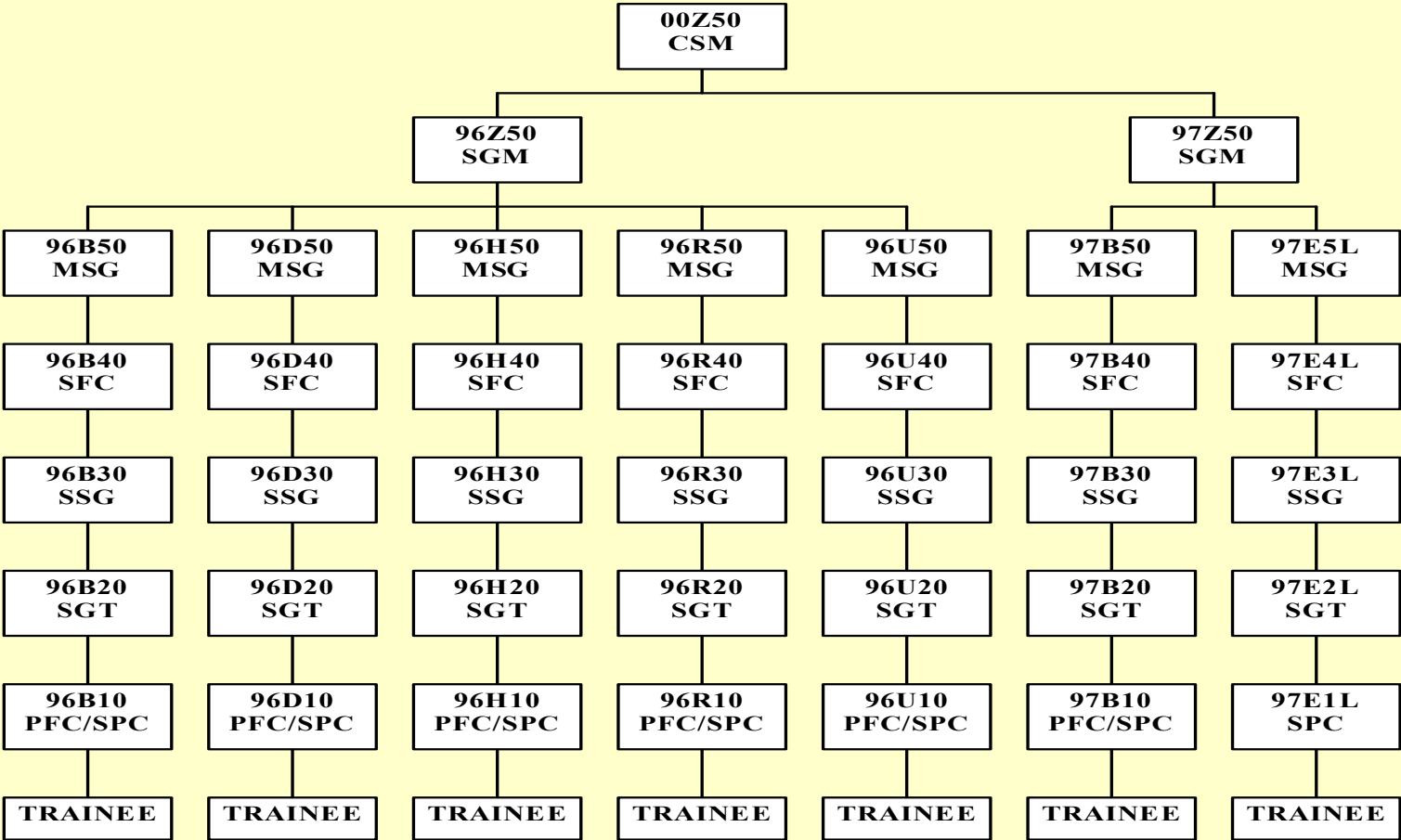
CMF 96 Career Progression Chart is located on the following slide, and MOS Career Progression Charts are located immediately after their respective MOS Education slide.

Impact of Force Structure Changes on CMF 96:

No major changes of note for Board Consideration.



96 CMF CAREER PROGRESSION CHART





LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter (others: i.e. EO, IG, etc)
- Special Mission Units/Great Skills Program

LEADERSHIP OPPORTUNITIES:

- Drill Sergeant
- PSG
- 1SG
- Instructor – NCO Academy/Army Service School



Promotion Potential Indicators



The following indicators should be considered when evaluating promotion potential for CMF NCOs to the grade of MSG:

- **Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- **Show strong trend towards excellence over long periods of time, regardless of position or assignment.**
- **Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).**
- **Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- **Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- **Demonstrates high standards of conduct and adherence to Army values.**



RECOGNITION OR AWARDS



- Recipient of Knowlton Award
- Member of Audie Murphy or SGT Morales Club



96B MOS DESCRIPTION

NCO DUTIES: Supervises and performs intelligence analysis and other duties associated with the All Source Analysis System (ASAS); coordinates and participates in collection management, processing, and dissemination of tactical and strategic intelligence. There are significant opportunities to perform in key leadership and staff positions at all echelons. The majority of positions are within organizations Echelons Corps and Below. In some instances, MOS 96B NCOs are the sole MI representatives within a unit.

KEY CONSIDERATIONS FOR SELECTION TO MSG:

a. Assignments. Ideally, 96B SFC candidates for MSG should have diversity in assignments. In addition to basic diversity among assignments, 96B soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units	Observer Controller
Deployments	Equal Opportunity Advisor
Drill Sergeant	AC/RC Advisor
Instructor	Career Advisor
Recruiter	Career Management NCO

b. Duty Positions. Ideally, 96B SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest positive sense:

<u>SFC or Equivalent Positions (norm)</u>	<u>MSG or Equivalent Positions (exceptional)</u>
Sr Intelligence Analyst/NCO	Chief Intelligence Sergeant
Combat Brigade S-2	Chief Instructor/writer
Platoon Sergeant	Sr Reserve Controller
Sr Instructor/Writer	Chief, ASAS Master Analyst
Sr Career Advisor	Bn S-3 NCOIC
Observer Controller	Senior Enlisted Advisor
Detachment Sergeant	ACE NCO/NCOIC
Sr. Career Manager	Sr Observer Controller
Reserve Component Advisor	First Sergeant
Equal Opportunity Advisor	Career Manager

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 96B soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 96B SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.

- All Source Analysis System (ASAS) Master Analyst Course – ASI 1F
- Battle Staff Operations – ASI 2S

e. Special Programs. Several highly challenging programs exist for 96B NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

Under Graduate Intelligence Program (UGIP)
Post Graduate Intelligence Program (PGIP)



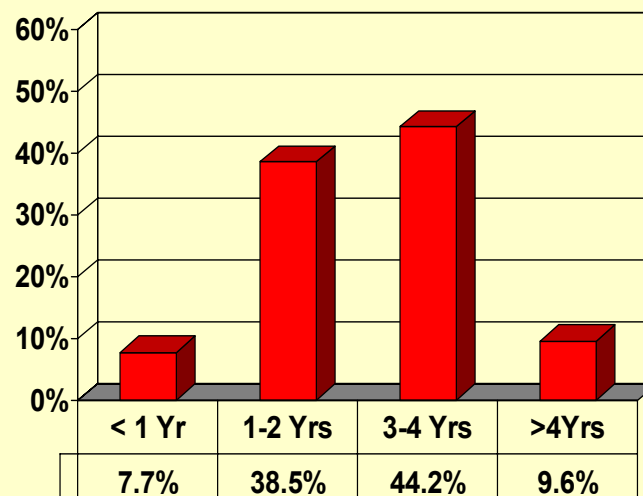
96B EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- ASAS MASTER ANALYST
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



TYPICAL 96B CAREER

SGM COURSE	20 YEARS	CSM / SGM	SL5 First Sergeant Chief Intelligence Sergeant Chief Training Developer/Writer Chief Instructor/Writer Sr Professional Development NCO Sr Career Management NCO Observer/Controller Bde/Bn S3 NCOIC Reserve Component Advisor
1SG COURSE			
BATTLE STAFF COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Intelligence Analyst Combat Brigade S2 Observer/Controller Sr Instructor/Writer Professional Development NCO Reserve Component Advisor Equal Opportunity Advisor
ANCOC			
	10 YEARS	SFC	
BNCOC			
	5 YEARS	SSG	SL3 Squad Leader Recruiter Drill Sergeant Intelligence Analyst/Sergeant ACT/Combat Battalion S2 Observer/Controller Instructor
PLDC		SGT	
		SPC	SL2 Intelligence Analyst Team Leader
IET	0 YEARS	PFC PV2 PVT	SL1 Intelligence Analyst



96B Professional Development

Professional Development Model for MOS 96B Intelligence Analyst							AS OF:
Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50	
Block B: Developmental Duty Assignments (See notes 1 & 2)	Intel Analyst		Intel Sergeant Squad Leader	Sr Intel Sergeant Detachment Sergeant Platoon Sergeant Career Advisor/ Professional Dev NCO	Chief Intel Sergeant First Sergeant Sr Career Mgt NCO Sr Career Advisor/ Professional Dev NCO	Intel Senior Sergeant Bn/Bde CSM	
			ASAS Master Analyst			Corps/EAC ACE SGM	
	Div/Corps/EAC ACE						
	Cbt Bde/Bn		ACT/Cbt Bn S2 NCO Joint/Natl Intel Element	Cbt Bde S2 NCOIC	Bn S3 Operations	Div/Corps/Army G2 SGM	
			Small Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	Sr Small Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant	Deputy Commandant Branch Chief Ch Instructor/Writer Ch Tng Dev/Writer	Bde/Grp S3 Operations	
					EO Advisor	Sr Operations NCO	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy	
Block D: Recommended NCOES- Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills Basic Briefing		Prior to BNCOC Communication Skills Stress Management Briefing Techniques Technical Writing Research Techniques Public Speaking		Prior to ANCOC Principles of Management Organizational Behavior Problem Solving Proof Reading/Editing		
Recommended Functional Courses			Battle Staff Operations Course		First Sergeant Course		
Block E: Recommended MOS- Related Courses/Training (See note 4)	Skill Level 10-20 1. Military Symbology 2. Intelligence Preparation of the Battlefield 3. ECB Collection Management 4. Database Management		Skill Level 30 1. Stability & Support Operations 2. Database Management 3. EAC Collection Management 4. Targeting 5. U.S. Army Doctrine		Skill Level 40 1. Joint Collection Management 2. Information Operations 3. Joint/National Intel Architecture		
Block F: ASI Producing Courses	1. ASAS Master Analyst Course (1F) 2. Battle Staff Operations (2S)		Skill Level 50 TRADOC Middle Mgr Course				



96D MOS DESCRIPTION

NCO DUTIES: Supervises and participates in collection management and analysis of aerial and ground imagery developed by photographic and electronic means; plans and recommends the use of all ground and aerial sensor systems for surveillance and reconnaissance missions. Over ninety-five percent of the key NCO positions are within organizations at corps and above

KEY CONSIDERATIONS FOR SELECTION TO MSG:

- a. Assignments.** Ideally, 96D SFC candidates for MSG should have diversity in assignments. In addition to basic diversity among assignments, 96D soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant
Instructor
Recruiter

Observer Controller
Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO

- b. Duty Positions.** Ideally, 96D SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest positive sense:

SFC or SFC Equivalent Positions (norm)

Platoon Sergeant
Detachment Sergeant
Collection Management NCOIC
Collection Management Sergeant
Professional Development NCO
Career Management NCO

MSG or MSG Equivalent Positions (exceptional)

First Sergeant
Chief Imagery Sergeant
Career Advisor
Deputy Commandant
Chief Instructor Writer
Chief Training Developer/Writer



96D MOS DESCRIPTION Cont.

- ** 96D SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.
- **c. Civilian Education.** Ideally, 96D SFC Candidates for MSG should have an Associates Degree/2 years of college or higher. The job demands associated with certain assignments, deployments, and special duties should be considered, as these can preclude civilian education.
- **d. Military Training.** 96D SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.
 - Defense Sensor Imagery Application Training Program (DSIATP) - ASI S9
 - Community Imagery Analysis Course (CIAC) – ASI S5 [This ASI does not replace ASI S9]
 - Tactical Exploitation of National Capabilities (TENCAP) Data Analyst – ASI 2T or 4D
 - Tactical Exploitation System (TES) – ASI T6
 - Battle Staff Operations Course –ASI 2S
 - Requirements Management System (RMS) Course
- **e. Special Programs.** Several highly challenging programs exist for 96D NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:
 - Under Graduate Intelligence Program (UGIP)
 - Post Graduate Intelligence Program (PGIP)



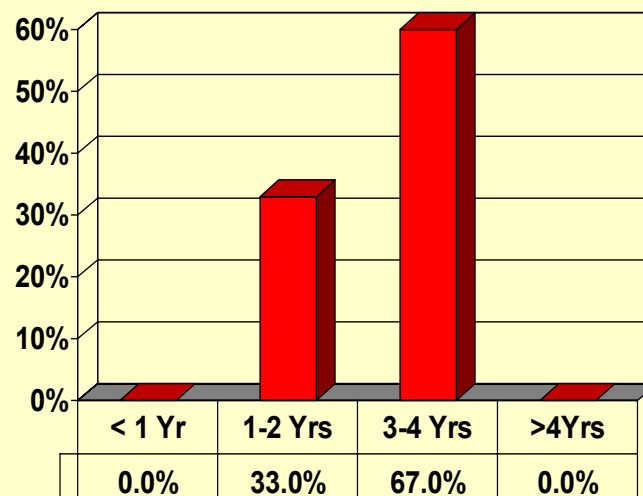
96D EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



TYPICAL 96D CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96D)	SL5 First Sergeant Chief Imagery Analyst Reserve Component Advisor Sr Professional Development NCO Leader Development NCO EO Advisor
1SG COURSE BATTLE STAFF COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr Imagery Analyst Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor Sr Training Developer/Writer
ANCOC	10 YEARS	SFC	SL3 Squad Leader Imagery Analyst Sergeant Recruiter Drill Sergeant Instructor Training Developer/Writer
BNCOC	5 YEARS	SSG	SL2 Imagery Analyst Team Leader
PLDC	0 YEARS	SGT	SL1 Imagery Analyst
IET		SPC PFC PV2 PVT	



96H MOS DESCRIPTION

NCO DUTIES: Supervises and performs detection, location, tracking, and correlation of ground targets, rotary wing and slow moving fixed wing aircraft; receives and provides Joint Surveillance Target Attack Radar System (JSTARS) near-real time radar imagery and other data used in situation development, battlefield management, and targeting information to the commander. Soldiers in MOS 96H are assigned to diverse assignments to include aviation and Armored Cavalry Regiment units.

KEY CONSIDERATIONS FOR SELECTION TO MSG:

a. Assignments. Ideally, 96H SFC candidates for MSG should have diversity in assignments. In addition to basic diversity among assignments, 96H soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

- | | |
|-----------------------|---------------------------|
| Special Mission Units | Observer Controller |
| Deployments | Equal Opportunity Advisor |
| Drill Sergeant | AC/RC Advisor |
| Instructor | Career Advisor |
| Recruiter | Career Management NCO |

b. Duty Positions. Ideally, 96H SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest positive sense:

SFC or SFC Equivalent Positions (norm)

- Platoon Sergeant
- Detachment Sergeant
- Chief Instructor/Writer
- Sr. JSTARS Aircrew NCOIC
- Observer Controller
- Reserve Component Advisor

MSG or MSG Equivalent Positions (exceptional)

- First Sergeant
- Deputy Commandant
- Chief Training Developer/Writer
- Sr. Operations NCO
- Sr. Observer Controller
- Committee Chief
- Chief CGS Sergeant



96H MOS DESCRIPTION Cont.

- ** 96H SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.
- **c. Civilian Education.** Ideally, 96D SFC Candidates for MSG should have an Associates Degree/2 years of college or higher. The job demands associated with certain assignments, deployments, and special duties should be considered, as these can preclude civilian education.
- **d. Military Training.** 96H SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.
 - Battle Staff Operations Course – ASI 2S
 - JSTARS E-8-C Systems Operator – ASI 1A
- **e. Special Programs.** Several highly challenging programs exist for 96H NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:
 - Under Graduate Intelligence Program (UGIP)
 - Post Graduate Intelligence Program (PGIP)



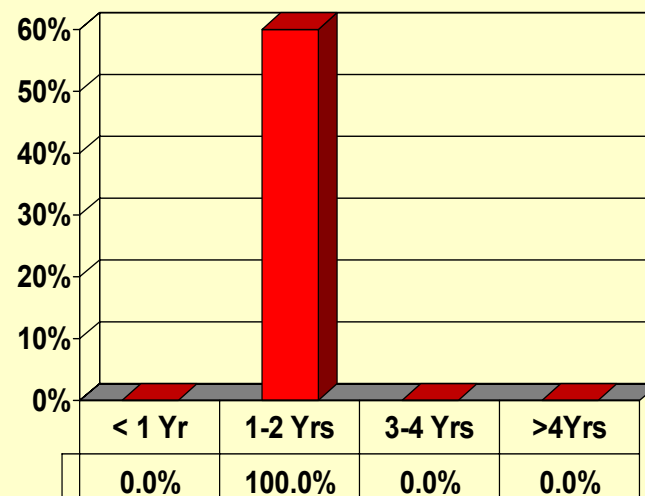
96H EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



96H Professional Development

Professional Development Model for MOS 96H Common Ground Station Operator						
Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	CGS Operator		CGS SGT Squad Leader	Senior CGS SGT Platoon SGT/Det SGT	Chief CGS SGT First Sergeant	Intel Senior SGT Bn/Bde CSM
	Intel Processing Tm		Intel Process Tm NCOIC	Career Mgt NCO	G2 Operations (Corps)	Div/Corps/Army G2 SGM
		JSTARS Aircrew member Instructor/Writer		JSTARS Aircrew NCOIC	Bn S3 Operations	Bde/Grp S3 Operations
			Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant	Sr Small Group Leader Sr Instructor /Writer Sr Tng Dev/Writer Sr Drill Sergeant	Branch Ch/Asst Cmdt Ch Instructor/Writer Ch Tng Dev/Writer	
			AC/RC Coordinator			
			Observer/Controller			
			Recruiter		Sr Operations NCO	
			RC Advisor		EO Advisor	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC	Sergeants Major Academy	
Block D: Recommended NCOES-Related Courses (See note 2)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Public Speaking Research Techniques Technical Writing		Prior to ANCOC Principles of Management Problem Solving	
	Recommended Functional Courses		Battle Staff Operations Course		First Sergeant Course	
Block E: Recommended CMF- Related Courses/ Training (See note 3)	Skill Level 10-20 1. Database Management 2. Ground Order of Battle 3. Tactical Operations & Planning		Skill Level 30 1. Reconnaissance & Surveillance Operations 2. Targeting		Skill Level 40 1. Collection Management 2. U.S. Army Doctrine	
Block F: ASI Producing Courses	1. JSTARS E8-A Systems Operator (1A) 2. Battle Staff Operations (2S)					



TYPICAL 96H CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96Z)	SL5 First Sergeant Chief CGS Operator Reserve Component Advisor Sr Professional Development NCO Leader Development NCO EO Advisor
1SG COURSE BATTLE STAFF COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr CGS Operator Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor Sr Training Dev/Writer
ANCOC	10 YEARS	SFC	SL3 Squad Leader CGS Sergeant Recruiter Drill Sergeant Instructor/Instructor Writer Training Dev/Writer
BNCOC	5 YEARS	SSG	SL2 CGS Operator Service School/NETT Instructor
PLDC	0 YEARS	SGT	SL1 CGS Operator
IET		SPC PFC PV2 PVT	



96R MOS DESCRIPTION

NCO DUTIES: Supervises and participates in collection of information using ground surveillance systems; plans, coordinates, and recommends the use of ground surveillance systems. Detects, locates, and reports target data by interpreting ground surveillance system information. Provides tactical and technical guidance in company area of operations. 96R NCOs assist in preparation and implementation of reconnaissance and surveillance operations plans. Plans, coordinates, supervises and participates in activities pertaining to training and combat operations.

**** The likelihood that 96R as a MOS may be phased out should not reflect negatively on the soldiers opportunity for promotion. Do not allow this situation to influence the selection of 96Rs for promotion.****

KEY CONSIDERATIONS FOR SELECTION TO MSG:

a. Assignments. Over ninety-five percent of 96R positions are within Echelon Corps and Below organizations, so assignment diversity is limited. 96R soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant
Instructor
Recruiter

Observer Controller
Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO



96R MOS DESCRIPTION

- **b. Duty Positions.** Ideally, 96R SFC candidates for MSG should have served successfully as a First Sergeant or Chief GSS Sergeant as well as at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest possible sense:
-
- | <u>SFC or SFC Equivalent Positions (norm)</u> | <u>MSG or MSG Equivalent Positions (exceptional)</u> |
|---|--|
| Senior GSS Sergeant | Chief GSS Sergeant |
| Platoon Sergeant | First Sergeant |
| Sr Instructor/Writer | Chief Instructor/Writer |
| Sr Drill Sergeant | Sr S-3 Operations NCO |
| Sr Small Group Leader | Branch Chief |
| Equal Opportunity Advisor | Deputy Commandant |
| Career Advisor/Professional Development NCO | Sr Career Advisor/Sr Professional Development NCO |
| Career Management NCO | Sr Career Management NCO |
| Operations NCO | Sr Operations Sergeant |
-
- ** 96R SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.
-
- **c. Civilian Education.** The MOS career development guide in enclosure 3 highlights educational goals for 96R soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.
-
- **d. Military Training.** 96R SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All MSG candidates for SGM should have outstanding NCOES AERs.
- Battle Staff Operations Course – ASI 2S
-
- **e. Special Programs.** Several highly challenging programs exist for 96R NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:
- Under Graduate Intelligence Program (UGIP)
- Post Graduate Intelligence Program (PGIP)



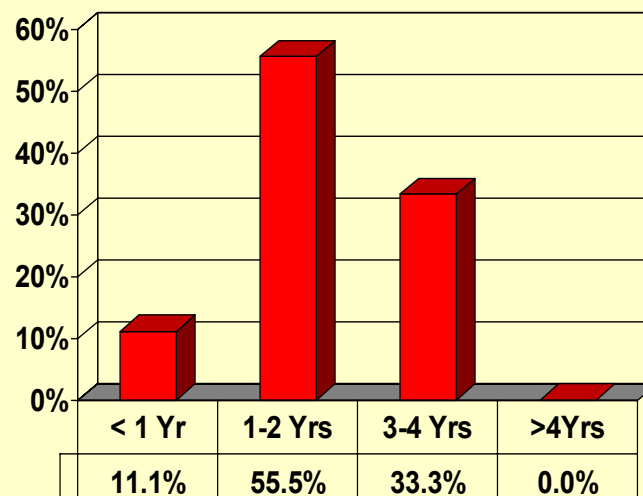
96R EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



96R Professional Development

Professional Development Model for MOS 96R Ground Surveillance Systems Operator									
Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40		MSG Skill Level 50		SGM Skill Level 50	
Block B: 									



TYPICAL 96R CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96Z)	SL5 First Sergeant Operations NCO Reserve Component Advisor Sr Professional Development NCO Leader Development NCO Equal Opportunity Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr GSS Sergeant Sr Instructor/Writer Recruiter Professional Development NCO Career Management NCO Observer/Controller Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	SL3 Squad Leader GSS Sergeant Drill Sergeant NCOES Small Group Leader Observer/Controller Instructor
BNCOC	5 YEARS	SSG	SL2 GSS Operator
PLDC	0 YEARS	SGT	SL1 GSS Operator
IET		SPC PFC PV2 PVT	



96U MOS DESCRIPTION

NCO DUTIES: Supervises or operates the UAV to include mission planning, mission sensor/payload operations, launching, remotely piloting, and recovering the aerial vehicle. Performs target identification, plans, coordinates and recommends the use of the UAV systems for reconnaissance and surveillance missions. Participates in mission planning using maps, terrain studies, and intelligence reports. Supervises operator maintenance on UAV systems. Advises command and staff elements on UAV operations and coordinates operational requirements.

KEY CONSIDERATIONS FOR SELECTION TO MSG:

a. Assignments. 96U SFC candidates for MSG will be limited in operational assignments due to the newness of this MOS. This is and will be a growth MOS. NCOs with strong NCOERs from other MOSs should be viewed positively. Lack of MOS experience should not be viewed negatively. 96U soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments

Deployments
Drill Sergeant
Instructor
Recruiter

Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO



96U MOS DESCRIPTION

- **b. Duty Positions.** Ideally, 96U SFC candidates for MSG should have served successfully as a First Sergeant or Chief UAV Sergeant and/or at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

SFC or SFC Equivalent Positions (norm)

- Sr UAV Sergeant
- Platoon Sergeant
- Detachment Sergeant
- Bn S-3 Operations NCO
- Sr Instructor/Writer
- Sr Training Developer/Writer
- Sr Small Group Leader
- Sr Drill Sergeant
- Career Advisor/Professional Development NCO
- Career Management NCO
-

MSG or MSG Equivalent Positions (exceptional)

- Chief UAV Sergeant
- First Sergeant
- Career Manager
- Bde S-3 Operations NCO
- Sr Chief Instructor/Writer
- Chief Training Developer/Writer
- Branch Chief/Assistant Commandant
- Sr Operations Sergeant
- Sr Career Advisor/Professional Development NCO
- Sr Career Management NCO

- ** 96U SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 96U soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 96U SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.

- Battle Staff Operations Course – ASI 2S

e. Special Programs. Several highly challenging programs exist for 96U NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

- Under Graduate Intelligence Program (UGIP)
- Post Graduate Intelligence Program (PGIP)



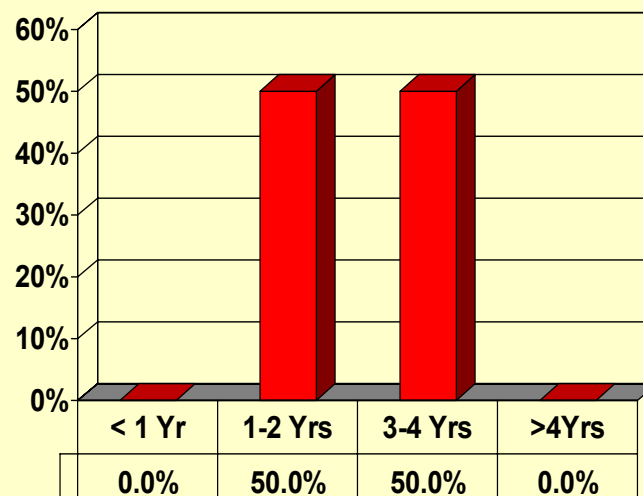
96U EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



96U Professional Development

Professional Development Model for MOS 96U Tactical Unmanned Aerial Vehicle Operator						
Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	UAV Operator Crew Chief EP UAV Operator		UAVSGT Squad Leader Mission Commander Instructor/Writer Trng Dev/Writer Sm Group Leader Drill Sergeant Recruiter Observer/Controller AC/RC Coordinator	Senior UAV SGT Platoon SGT Detachment SGT Bn S3 Operations Sr Instructor/Writer Sr Trng Dev/Writer Sr SM Group Leader Sr Drill Sergeant Career Advisor/Professional Development NCO Career Management NCO EO Advisor	Chief UAVSGT First Sergeant Bde S3 Operations Ch Instructor/Writer Ch Trng Dev/Writer Branch Ch/Asst Cmdt Sr Operations Sergeant Sr Career Advisor/Professional Development NCO Sr Career Mgt NCO	Intel Senior SGT Bn/Bde CSM Div/Corps/Army G2 SGM Div/Corp S3 Operations
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES-Related Courses (See note 2) Recommended Functional Courses	Prior To PLDC Effective Writing English Grammar Basic Computer Skills	Prior To BNCOC Communications Skills Stress Management Briefing Techniques Research Techniques	Prior To ANCOC Principles of Management Technical Writing Public Speaking Problem Solving	Prior To SMC Human Resource Management		
			Battle Staff Operations Course	First Sergeant Course		
Block E: Recommended CMF-Related Courses/Training (See note 3)	Skill Level 10-20 Equipment Identification	Skill Level 30 1. Tactical Operations & Planning 2. Ground Order of Battle 3. Battle Damage Assessment 4. U.S. Army Doctrine	Skill Level 40 1. Reconnaissance & Surveillance 2. Targeting 3. Information Operations 4. Collection Management	Skill Level 50 1. U.S. Army Doctrine 2. TRADOC Middle Managers Course		
Block F: ASI Producing Courses	External Pilot/UAV Operator (E1)					
Block G: Recommended CMF-Related Certification or Degree Program (See note 4)	AA/AS or equivalent by the 10th year of service; BA/BS by the 15 year in: Political Science Information Management Joint Military Intelligence College: Undergraduate/Post Graduate Intelligence Program					



TYPICAL 96U CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96Z)	SL5 First Sergeant Chief UAV Sergeant Reserve Component Advisor Sr Professional Development NCO Leader Development NCO Equal Opportunity Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr UAV Sergeant Recruiter Sr Drill Sergeant Sr Instructor/Writer Professional Development NCO Career Management NCO Observer Controller Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE	10 YEARS	SFC	SL3 Mission Commander Squad Leader UAV Sergeant Observer Controller Instructor Pilot Recruiter Drill Sergeant Instructor/Writer
ANCOC	5 YEARS	SSG	SL2 UAV Operator
BNCOC	0 YEARS	SGT	SL1 UAV Operator
PLDC		SPC PFC PV2 PVT	
IET			



97B MOS DESCRIPTION

NCO DUTIES: Supervises and conducts, or assists in conducting, CI surveys and investigations of individuals, organizations, and installations, and activities affecting the protection of national infrastructure to detect, identify, assess, counter, exploit and neutralize threats to national security. Performs and supervises analysis of friendly vulnerabilities to human, signals, and imagery intelligence collection by Foreign Intelligence Services (FIS) and recommends countermeasures. Writes Threat Vulnerability Assessments and participates in Force Protection team missions. Utilizes CI/HUMINT reporting and communications equipment.

KEY CONSIDERATIONS FOR SELECTION TO MSG:

- a. **Assignments.** Ideally, 97B SFC candidates for MSG should have diversity in assignments. In addition to basic diversity among assignments, 97B soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Recruiter

Instructor
Drill Sergeant
Equal Opportunity Advisor



97B MOS DESCRIPTION

- **b. Duty Positions.** Ideally 97B SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as at least one other position as noted below. Those soldiers serving in a SFC position as a MSG should be viewed in the highest positive sense:
-
- | <u>SFC or SFC Equivalent Positions (norm)</u> | <u>MSG or MSG Equivalent Positions (exceptional)</u> |
|---|--|
| Senior Drill Sergeant | 1st Sergeant |
| Senior CI Sergeant | Detachment Sergeant |
| Platoon Sergeant | Senior Career Management NCO |
| Senior Operations NCO | CI/HUMINT Senior Sergeant |
| Senior Small Group leader | Chief Instructor/Writer |
| Senior Training Development/Writer | Senior Career Advisor |
| Professional Development NCO | Chief Training Development/Writer |
| Observer/Controller | Reserve Component Advisor |
| Career Management NCO | |
| CI/HUMINT NCOIC | |
| Equal Opportunity Advisor | |
-
-
- ** 97B SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.
-
- **c. Civilian Education.** The MOS career development guide in enclosure 3 highlights educational goals for 97B soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.
- **d. Military Training.** 97B SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.
- Strategic Debriefers Course – ASI N7
- Foreign Counterintelligence Course (FCI) – ASI S7
- **e. Special Programs.** 97B SFC candidates for MSG who have served or are successfully serving in the program noted below should be viewed in the highest positive sense:
- The Great Skills Program (See enclosure 1 for details on this program)

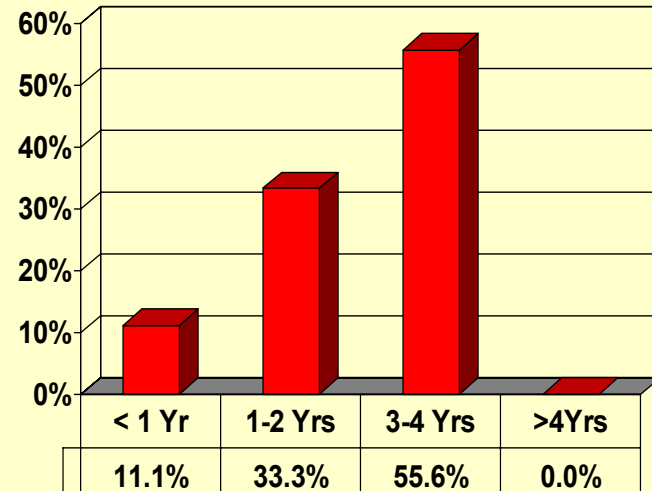
97B EDUCATION

MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- PROFESSIONAL CERTIFIED INVESTIGATOR (PCI)



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



97B Professional Development

Professional Development Model for MOS 97B Counterintelligence Agent						
Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental, Duty Assignments (See note 1) NCOIC refers to the senior position within a section and may not be titled as such.	CI Agent ECB	Asst. CI Tm Leader EAC 				



TYPICAL 97B CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (97Z)	SL5 First Sergeant Chief CI Sergeant Reserve Component Advisor Sr Career Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr CI Sergeant Sr Instructor Observer/Controller Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE			
ANCOG	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant CI/HUMINT Team Sergeant Instructor
BNCOC	5 YEARS	SSG	
PLDC		SGT	SL2 Counterintelligence Agent
IET	0 YEARS	SPC PFC PV2 PVT	SL1 Counterintelligence Agent



97E MOS DESCRIPTION

NCO DUTIES: Supervises and conducts tactical HUMINT collection operations that include, but are not limited to, debriefings, interrogations and elicitations in English and foreign languages for positive intelligence and force protection information; screens Human Intelligence (HUMINT) sources and documents to establish priorities for exploitation uses interpreters and manages interpreter/translator operations; conducts liaison and coordination in foreign language with host nation agencies; conducts analysis and performs briefings as required. Participates in Force Protection team missions.

KEY CONSIDERATIONS FOR SELECTION TO MSG:

a. Assignments. Ideally, 97E SFC candidates for MSG should have diversity in assignments at both the tactical and strategic levels. In addition to basic diversity among assignments levels, 97E soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant

Instructor
Language Advocates
Equal Opportunity Advisor



97E MOS DESCRIPTION

b. Duty Positions. Ideally, 97E SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as at least one other position as noted below. Those soldiers serving in a MSG position as a MSG should be viewed in the highest positive sense:

SFC or SFC Equivalent Positions (norm)

Senior HUMINT Collection Sergeant
Platoon Sergeant
Detachment Sergeant
Senior Training Development /Writer
Senior Small Group Leader
Senior Drill Sergeant
Career Management NCO

MSG or MSG Equivalent Positions (exceptional)

1st Sergeant
Chief HUMINT Collection SGT
Chief Instructor/Writer
Chief Training Development/Writer
Senior Career Advisor

**** 97E SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.**

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 97E soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d.. Military Training. **97E is a language dependant MOS. SFC candidates for MSG should have a minimum 2/2/2 language capability and those soldiers with a 3/3/3 or higher should be viewed in the highest positive sense.** Additionally, SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.
Strategic Debriefers Course – ASI N7

e. Special Programs. No Special Programs of note.



97E EDUCATION

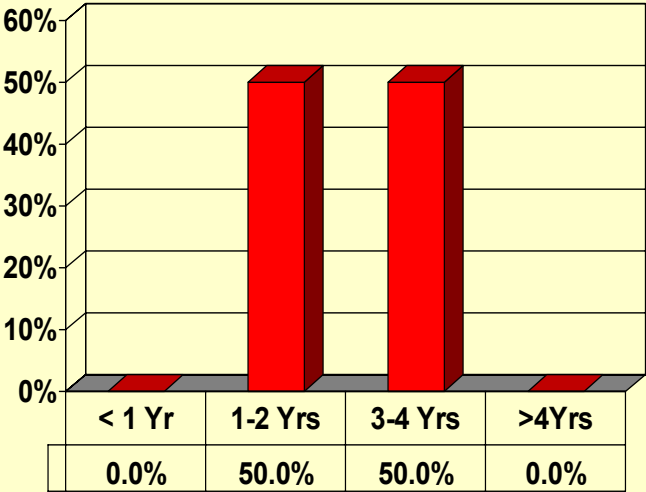


MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- CERTIFIED FORENSIC INTERVIEWER (CFI)



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



97E Professional Development

Professional Development Model for MOS 97E Human Intelligence Collector

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	HUMINT Collector	Strat Debriefer	HUMINT Collection SGT Squad Leader Small Group Leader Instr/Wtr Tng Dev/Wtr Drill Sergeant NTC/JRTC Observer/Controller AC/RC Coordinator Language Advocate CLP Manager	Sr HUMINT COLL SGT Plt SGT Det SGT Professional Dev NCO Sr Small Group Leader Sr Instr/Wtr Sr Tng Dev/Wtr Sr Drill Sergeant Career Mgmt NCO EO Advisor	Ch HUMINT COLL SGT First Sergeant Bn S3 Opns SGT Ch Instr/Wtr Ch Tng Dev/Wtr Branch Ch/Asst Cmdt SF MI DET SGT Sr Operations NCO	Ch HUMINT COLL SGM Bn/Bde CSM Bde/Grp S3 Operations
Recommended DLPT (See note 2)	2+/2+/2	2+/3 /2+		2+/3 /3	3 /3 /3	
Block B: Institutional Training	BCT/IET	PLDC	BNCOC	ANCOC	Sergeants Major Academy	
Block C: Recommended NCOES Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills Communications Skills	Prior to BNCOC Briefing Techniques Problem Solving Research Techniques Technical Writing	Prior to ANCOC Principles of Management Stress Management	Prior to SMC Human Resource Management		
Recommended Functional Courses		Battle Staff Operations Course			First Sergeants Course	
Block D: Recommended CMF Related Courses/ Activities (See note 4)	Skill Level 10-20 1. Geography 2. Orienteering/Map Tracking 3. Translation/Interpretation Certification Course 4.	Skill Level 30 1. Screening Procedures 2. CFSO 3. U.S. Army Doctrine 4. British Interrogation Course. 5. Intermediate-level Language Tng	Skill Level 40 1. Information Operations 2. Collection Management 3. Database Management 4. CI Operations 5. Advanced-level Language Tng	Skill Level 50 1. International Studies 2. Foreign Relations		
Block E: A SI Producing Course (See note 5)	Strategic Debriefing and Interrogation (N7)					



TYPICAL 97E CAREER

CAREER PROGRESSION CHART

	20 YEARS	CSM / SGM (97Z)	SL5 First Sergeant Chief HUMINT Collection SGT Sr Career Advisor Reserve Component Advisor
SGM COURSE			
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr HUMINT Collection SGT Battalion S3 NCO Sr Instructor Observer/Controller Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	SL3 Squad Leader HUMINT Sergeant Language Recruiter Drill Sergeant Cmd Language Program Mgr Instructor
BNCOC	5 YEARS	SSG	
PLDC		SGT	SL2 HUMINT Collector
IET	0 YEARS	SPC PFC PV2 PVT	SL1 HUMINT Collector



CMF 98

Career Management Field (CMF) 98 Signals Intelligence/Electronic Warfare Operations

Overall Mission of CMF 98:

The mission of Signals Intelligence soldiers is to detect, acquire, locate, identify, analyze, exploit, and report information of intelligence value from foreign communications and non-communications to the warfighter and national level agencies.

CMF MOS Breakdown:

CMF 98 is composed of five Military Occupational Specialties:

- 98C - Signals Intelligence Analyst
- 98G - Cryptologic Linguist
- 98H - Communications/Non-communications Operator
- 98J - Electronic Intelligence Intercept/Analyst
- 98K - Signals Collection/Identification Analyst

Career Progression Information:

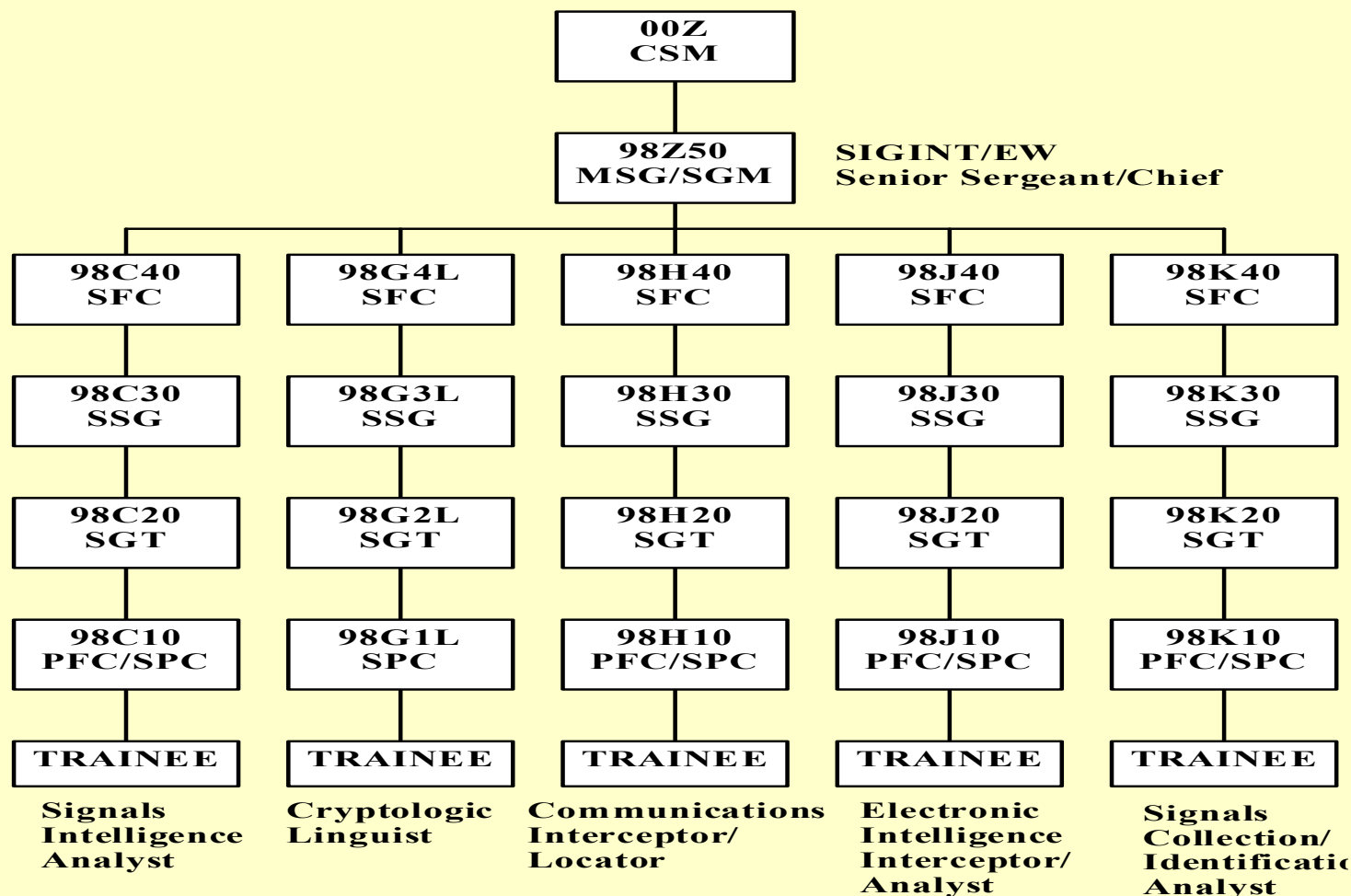
CMF 98 Career Progression Chart is located on the slide following, and MOS Career Progression Charts are located immediately after their respective Education slide.

Impact of Force Structure Changes on CMF 96:

No major changes of note for Board consideration.



98 CMF CAREER PROGRESSION CHART



Chapter 10, DA PAM 611-21



LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter (others: i.e. EO, IG, etc)
- Special Mission Units/Great Skills Program

LEADERSHIP OPPORTUNITIES:

- Drill Sergeant
- PSG
- 1SG
- Instructor – NCO Academy/Army Service School



Promotion Potential Indicators



The following indicators should be considered when evaluating promotion potential for CMF NCOs to the grade of MSG:

- **Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- **Show strong trend towards excellence over long periods of time, regardless of position or assignment.**
- **Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).**
- **Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- **Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- **Demonstrates high standards of conduct and adherence to Army values.**



RECOGNITION OR AWARDS



- Recipient of Knowlton Award
- Member of Audie Murphy or SGT Morales Club



98C MOS DESCRIPTION

- **NCO DUTIES: *All 98 series MOS merge into 98Z at MSG/E8*** Supervises and performs analysis and reporting of intercepted foreign communications; coordinates and participates in collection management activities. MOS 98C soldiers have an opportunity to perform in a variety of assignments in both Echelon Corps and Below and Echelon Above Corps. Provides guidance on the interpretation of Signals Intelligence data and products. Writes, edits, evaluates and publishes Signals Intelligence reports. Implements Signals Intelligence Emergency Action Plans.
- **KEY CONSIDERATIONS FOR SELECTION TO MSG:**
- **a. Assignments.** Ideally 98C SFC candidates for MSG should have diversity in assignments. In addition to basic diversity among assignments, 98C soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.
 -
 - Special Mission Units Drill Sergeant
 - Deployments Instructor
 - Recruiter Equal Opportunity Advisor
 - Career Advisor Career Management NCO
- **b. Duty Positions.** Ideally, 98C SFC candidates for MSG should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:
 -
 - SFC or MSG Equivalent Positions (norm) SFC or MSG Equivalent Positions (exceptional)
 - Senior SIGINT Analyst Senior Intelligence Advisor
 - Senior Career Management NCO Senior Training Developer/Writer
 - Senior Career Advisor
 - Professional Development NCO
 - Senior Instructor
 - Operations NCO



98C MOS DESCRIPTION

**** 98C SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.**

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98C soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 98C SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.

Cryptologic Supervisors Course CY-200

All Source Analysis System (ASAS) Master Analyst Course – ASI 1F

Battle Staff Operations Course – ASI 2S

e. Special Programs. Several highly challenging programs exist for 98C NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

Under Graduate Intelligence Program (UGIP)

Post Graduate Intelligence Program (PGIP)

Middle Enlisted Cryptologic Career Enhancement Program (MECCAP)

Military Intern SIGINT Analysis Program (MINSAP)



98C EDUCATION

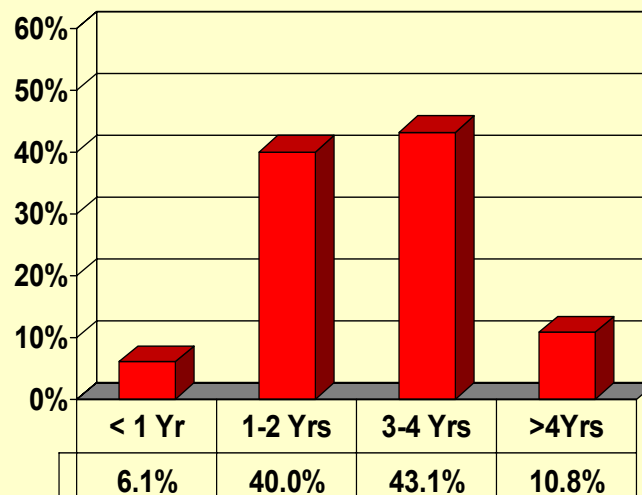


MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- OPSEC CERTIFIED PROFESSIONAL (OCP)



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



Professional Development Model for MOS 98C Signals Intelligence Analyst						
Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	SIGINT Analyst	→ Squad Leader → Language Analyst (All Echelons)	SIGINT SGT Coll Mgt NCO Small Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	Senior SIGINT SGT Detachment SGT Platoon SGT Watch NCO/Chief Mission Manager Career Advisor/ Professional Dev NCO Sr Small Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98C MOS transitions to MOS 98Z at MSG	
Block B1: Recommended DLPT Scores (See note 2)	2/2/1+	2+/2+/2	3/3/2+	3/3/2+		
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES- Related Courses (See note 3) Recommended Functional Courses	Prior to PLDC Effective Writing English Grammar Basic Computer Skills	Prior to BNCOC Communications Skills Stress Management Research Techniques Briefing Techniques Technical Writing Public Speaking	Prior to ANCOC Principles of Management Problem Solving	Prior to SMC Human Resource Management		
	→ Battle Staff Operations Course			First Sergeant Course		



TYPICAL 98C CAREER

CAREER PROGRESSION CHART

	20 YEARS	CSM / SGM	SL5 First Sergeant Chief SIGINT Analyst Sr Professional Development NCO Sr Career Development NCO Reserve Component Advisor
SGM COURSE			
	15 YEARS	98Z 1SG / MSG	SL4 Platoon/Detachment Sergeant Sr SIGINT Sergeant Sr Voice Analyst Professional Development NCO Career Management NCO Sr Instructor Observer/Controller ASAS Master Analyst Reserve Component Advisor Equal Opportunity Advisor
1SG COURSE			
BATTLE STAFF COURSE			
	10 YEARS	SFC	
ANCOC			
	5 YEARS	SSG	SL3 Squad Leader SIGINT Sergeant Recruiter Drill Sergeant Collection Manager Instructor
BNCOC			
	0 YEARS	SGT	
PLDC		SPC	SL2 SIGINT/Voice Analyst Cryptanalyst
		PFC	
		PV2	
IET		PVT	SL1 SIGINT/Voice Analyst



98G MOS DESCRIPTION

- **NCO DUTIES:** Supervises and performs detection, acquisition, location, identification and exploitation of foreign communications; translates, transcribes, or gists into English/target language; coordinates or participates in collection management activities; performs inspector duties in support of treaty verification process; provides general linguistic support from the battalion through the national level. Limited authorizations for 98G soldiers also exist within Special Operations Teams within Special Forces.

- **KEY CONSIDERATIONS FOR SELECTION TO MSG:**

- **Assignments.** Ideally, 98G SFC candidates for MSG should have diversity in assignments at both the tactical and strategic levels. In addition to basic diversity among assignments levels, 98G soldiers who have been assigned as noted below should be viewed in the highest positive sense.

-
- Special Mission Units Instructor
- Deployments Drill Sergeant
- Recruiter Command Language Program Manager
- Equal Opportunity Advisor

- **b. Duty Positions.** Ideally, 98G SFC candidates for MSG should have served successfully as a Platoon Sergeant as well as in at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest possible sense:

- | <u>SFC or SFC Equivalent Positions (norm)</u> | <u>MSG or MSG Equivalent Positions (exceptional)</u> |
|---|--|
| • Platoon Sergeant | First Sergeant |
| • Collection/Mission Manager | Career Manager |
| • Chief Cryptologic Linguist | SIGINT/EW Chief |
| • Watch NCOIC/Chief | Deputy Branch Chief |
| • Command Language Program Manager | Chief Instructor |
| • Senior Instructor/Writer/Training Developer | Deputy Commandant |
| • Operations NCO | DTRA Chief Linguist |



98G MOS DESCRIPTION

** 98G SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98G soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 98G is a language dependant MOS. SFC candidates for MSG should have a minimum 2/2 language capability and those soldiers with a 3/3 or higher should be viewed in the highest positive sense. Several highly challenging courses exist for 98G NCOs. SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense:

CY-200 – Cryptologic Supervisors Course
Advanced Language Training@ Defense language Institute
Foreign Language Training Course Europe (FLTCE)
Battle Staff Operations Course – ASI 2S

e. Special Programs. Several highly challenging programs exist for 98G NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

Under Graduate Intelligence Program (UGIP)
Post Graduate Intelligence Program (PGIP)
Middle Enlisted Cryptologic Career Advancement Program (MECCAP)



98G EDUCATION

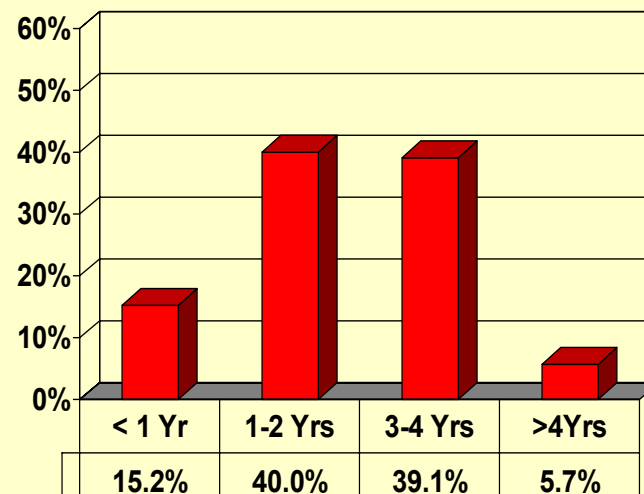


MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- NATIONALLY CERTIFIED JUDICIARY INTERPRETER AND TRANSLATOR (NCJIT)



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



Professional Development Model for MOS 98G Cryptologic Linguist

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See notes 1)	Crypto Linguist (All Echelons) Transcriber SOT-A Tm Member (NG only)	 SOT-A Tm Member MLI (DLI) DTRA Tm Ling (RU) Field Tm Linguist (VN,LC,CA)	Sr Crypto Linguist/ Squad/Team Leader Sr Transcriber Sm Group Leader Tng Dev/Writer Instructor/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Language Advocate CLP Manager WHCA Translator HNS Tm Linguist (USAR, AC QB Only) DTRA Tm Sr Ling (RU)	Crypto Linguist Supv Platoon Sergeant Detachment Sergeant Watch NCO/Chief Mission Manager Career Mgmt NCO Career Advisor/ Professional Dev NCO Transcription Supv SOT-A Tm Leader Sr Sm Group Leader Deputy Branch Chief Sr Tng Dev/Writer Sr Instructor/Writer Sr Drill Sergeant EO Advisor WHCA Translator NCOIC DTRA Tm Ling Supv (RU) Field Tm Supv (VN,LC,CA)	SIGINT/EW Chief Ch Crypto Linguist First Sergeant Bn S3 Opns NCO Sr Career Advisor/ Professional Dev NCO Branch Chief Deputy Commandant Ch Tng Dev/Writer Ch Instructor/Writer DTRA Ch Ling (RU)	SIGINT Sr SGT Bn/Bde CSM NSA Grp NCOIC Bde/Grp S3 Opns SGM
Block B1: Recommended DLPT (See note 2)	2 /2 /1+	2+/2+/2	3 /3 /2+	3 /3 /3		
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES- Related Crs (See note 3) Recommended Functional Courses	Prior to PLDC Effective Writing English Grammar Basic Computer Skills	Prior to BNCOC Communications Skills Stress Management Briefing Techniques Technical Writing	Prior to ANCOC Principles of Management Research Techniques (Best if before BNCOC) Problem Solving (Best if before BNCOC)		Prior to SMC Human Resource Management	
Block E: Recommended MOS- Related Courses/ Activities (See note 4)	Skill Level 10 1. Geography 2. Foreign Relations 3. Computer Security 4. Analysis Techniques 5. Signals Technology 6. Principles of Radio Wave Propagation	Skill Level 20 1. Cryptologic Skills for NCOs (CK 155) 2. Techniques in Cryptologic Translation 3. Intro to SIGINT Reporting 4. Transcription/Translation 5. Crypt & Traffic Analysis 6. Intel Community and Customer Support 7. Intermediate-level Language Tng	Skill Level 30-40 1. Collection Management 2. Database Management 3. Information Operations 4. Senior Enl Cryptologic Crs (CY200) 5. U.S. Army Doctrine 6. International Studies 7. Advanced-level Language Tng	Skill Level 50 1. TRADOC Middle Mgr Course		



TYPICAL 98G CAREER

CAREER PROGRESSION CHART

	20 YEARS	CSM / SGM	SL5 First Sergeant Chief Crypto Linguist Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Deputy Commandant Branch Chief
SGM COURSE		98Z 1SG / MSG	
1SG COURSE	15 YEARS		SL4 Platoon/Detachment Sergeant Crypto Linguist Supervisor Collection Management NCO Sr Instructor Mission Manager Professional Development NCO Career Management NCO Observer/Controller Cmd Language Program Manager Reserve Component Advisor Deputy Branch Chief
BATTLE STAFF COURSE		SFC	
ANCOC	10 YEARS		
		SSG	SL3 Squad Leader Crypto Linguist Sergeant Language Advocate Drill Sergeant Observer/Controller Cmd Language Program Mgr Instructor
BNCOC	5 YEARS		
		SGT	SL2 Crypto Linguist Transcriber
PLDC			
		SPC PFC PV2 PVT	SL1 Crypto Linguist
IET	0 YEARS		



98H MOS DESCRIPTION

- **NCO DUTIES:** Performs and supervises detection, acquisition, location, identification, and exploitation of foreign communications using International Morse Code; performs preliminary analysis on target communications; participates in collection management activities. MOS 98H soldiers serve primarily in Echelon Above Corps units. Fewer than 20 percent of authorizations are in Echelon Corps and Below units, with the majority of those in Special Operations Teams within Special Forces.

- **KEY CONSIDERATIONS FOR SELECTION TO MSG:**

- **a. Assignments.** The bulk of 98H assignments are at Echelon Above Corps units, so diversity in assignments is a challenge for these soldiers. Those 98H soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

- | | |
|-------------------------|---------------------------|
| • Special Mission Units | Drill Sergeant |
| • Deployments | Instructor |
| • Recruiter | Equal Opportunity Advisor |
| • Career Advisor | Career Management NCO |

- **b. Duty Positions.** Ideally, 98H SFC candidates for MSG should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SFC position as a MSG should be viewed in the highest positive sense

- | <u>SFC or SFC Equivalent Positions (norm)</u> | <u>MSG or MSG Equivalent Positions (exceptional)</u> |
|---|--|
| • Platoon Sergeant | First Sergeant |
| • Comms/Non-Comms Collection Sergeant | Sr Comms/Non-Comms Collection Sergeant |
| • Recruiter | Reserve Component Advisor |
| • Drill Sergeant | Equal Opportunity Advisor |
| • Collection Management NCO | Collection Management NCO |
| • Instructor | Sr Instructor/Writer |
| • | Professional Development NCO |
| • | Career Management NCO |
| • | |



98H MOS DESCRIPTION

** 98H SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98H soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 98H SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.

CY-200 – Cryptologic Skills for Supervisors Course
Battle Staff Operations Course – ASI 2S

e. Special Programs. Several highly challenging programs exist for 96B NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

Under Graduate Intelligence Program (UGIP)
Post Graduate Intelligence Program (PGIP)
Middle Enlisted Cryptologic Career Enhancement Program (MECCAP)



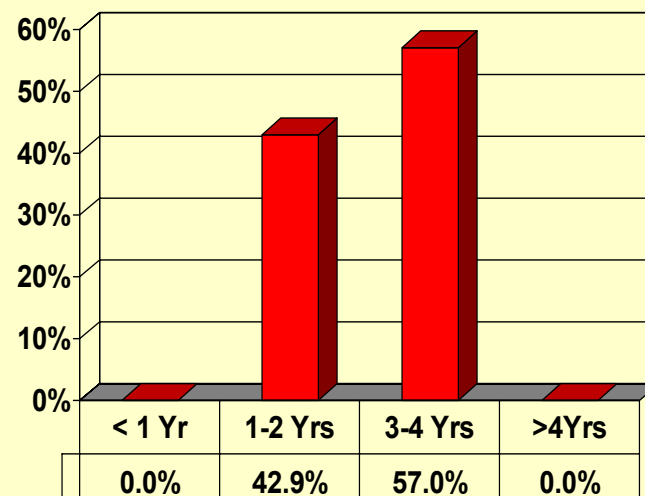
98H EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



98H Professional Development

Professional Development Model for MOS 98H Communications/Non-Communicatons Collector

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See notes 1&2)	Comm/Non-Comm Collector (All Echelons)		Comm/Non Comm Collection SGT Squad Leader Mission Mgr Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	SR Comm/Non-Comm Collection SGT Platoon SGT Watch/Ops NCO Career Advisor/ Professional Dev NCO Sr Sm Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98H MOS transitions To 98Z at MSG	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC	Sergeants Major Academy	
Block D: Recommended NCOES Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Research Techniques Briefing Techniques Technical Writing Public Speaking		Prior to SMC Human Resource Management	
Recommended Functional Courses			Battle Staff Operations Course		First Sergeant Course	
Block E: Recommended MOS Related Courses/ Activities (See note 4)	Skill Level 10-20 1. CIM Course 2. Computer Security 3. Analysis Techniques 4. Signals Technology 5. Principles of Radio Wave Propagation 6. Geography 7. Database Management		Skill Level 30 1. Cryptologic Skills for NCOs (CK 155) 2. Techniques in Signal Identification 3. SIGINT Analysis 4.Intro to SIGINT Reporting 5. U.S. Army Doctrine 6. The Intel Community and Customer Support		Skill Level 40 1. Collection Management 2. Information Operations 3. Senior Enlisted Cryptologic Course (CY200)	
					Skill Level 50 1. International Studies 2. Foreign relations 3. TRADOC Middle Mgr Course	



TYPICAL 98H CAREER

CAREER PROGRESSION CHART

	20 YEARS	CSM / SGM 98Z 1SG / MSG	SL5 First Sergeant Chief Comms Non-Comms Coll Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO
SGM COURSE			
1SG COURSE	15 YEARS		SL4 Platoon/Detachment Sergeant Sr Comms Non-Comms Coll Collection Management NCO Sr Instructor/Writer Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE		SFC	
ANCOC	10 YEARS		SL3 Squad Leader Comms/Non-Comms Coll Sergeant Recruiter Drill Sergeant Collection Management NCO Instructor
BNCOC	5 YEARS	SSG	
PLDC		SGT	SL2 Comms/Non-Comms Coll
IET	0 YEARS	SPC PFC	SL1 Comms/Non-Comms Coll



98J MOS DESCRIPTION

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98J MOS DESCRIPTION

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98J soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 98J SFC candidates for MSg who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.

Cryptologic Supervisors Course CY-200
Technical ELINT Collection and Analysis Course – ASI Z8
Battle Staff Operations Course – ASI 2S

e. Special Programs. Several highly challenging programs exist for 98J NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

Under Graduate Intelligence Program (UGIP)
Post Graduate Intelligence Program (PGIP)
Middle Enlisted Cryptologic Career Enhancement Program (MECCAP)
Military ELINT Signals Analyst Program (MESAP)



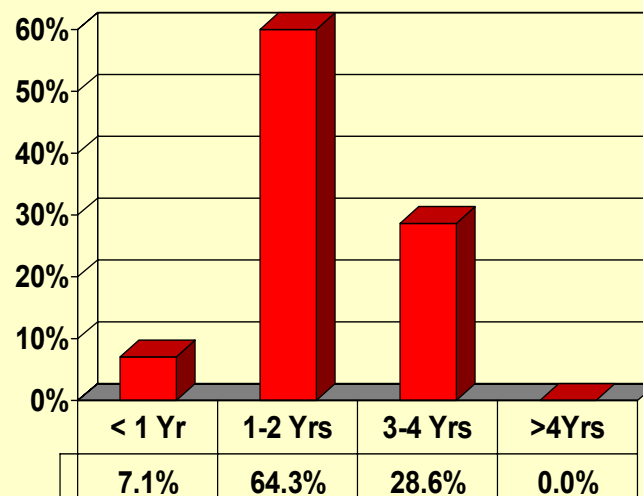
98J EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



98J Professional Development

Professional Development Model MOS 98J Electronic Intelligence Interceptor Analyst

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental, Duty Assignments (See notes 1&2)	ELINT Intcpt/Anl	→	ELINT Sergeant Squad Leader Mission Manager CD NCO Career Advisor/ Professional Dev NCO Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	SR ELINT Sergeant Platoon SGT Detachment SGT Watch NCO/Chief Sr Career Advisor/ Professional Dev NCO Sr Sm Group Leader Branch Chief Deputy Commandant Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98J transitions to MOS 98Z at MSG	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES- Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Technical Writing Research Techniques Public Speaking		Prior to ANCOC Principles of Management Problem Solving	
Recommended Functional Courses	→ Battle Staff Operations Course			First Sergeant Course		



TYPICAL 98J CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM	SL5 First Sergeant Chief ELINT Intcpr/Analyst Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	98Z 1SG / MSG	SL4 Platoon/Detachment Sergeant Sr ELINT Intcpr/Analyst Collection Management NCO Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE			
ANCOB	10 YEARS	SFC	SL3 Squad Leader ELINT Interceptor/Analyst Sergeant Recruiter Drill Sergeant Collection Management NCO Instructor
BNCOC	5 YEARS	SSG	SL2 ELINT Interceptor/Analyst
PLDC	0 YEARS	SGT	SL1 ELINT Interceptor/Analyst
IET		SPC PFC PV2 PVT	



98K MOS DESCRIPTION

- **NCO DUTIES: * All 98 Series MOS merge into 98Z at MSG/E8*** Performs and supervises detection, acquisition, identification, exploitation, analysis and reporting of foreign radio-teletype, facsimile, and data communications; participates in collection management activities. Supervises and determines Signals Intelligence collection requirements and identification activities and interprets collection activities. Coordinates interaction with other data collection activities.
- **KEY CONSIDERATIONS FOR SELECTION TO MSG:**
- **a. Assignments.** 98K assignments are limited to Echelon Above Corps units, and as such assignment diversity may be difficult. Those 98K soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

• Special Mission Units	Drill Sergeant
• Deployments	Instructor
• Recruiter	Equal Opportunity Advisor
• Career Advisor	Career Management NCO
- **b. Duty Positions.** Ideally, 98K SFC candidates for MSG should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a MSG position as a SFC should be viewed in the highest possible sense:

<u>SFC or MSG Equivalent Positions (norm)</u>	<u>SFC or MSG Equivalent Positions (exceptional)</u>
• Senior SIGINT Analyst	Senior Intelligence Advisor
• Career Management NCO	Senior Training Developer/Writer
• Senior Career Advisor	
• Professional Development NCO	
• Senior Instructor	
• Operations NCO	
- **** 98K SFC candidates for MSG who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.**



98K MOS DESCRIPTION

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98K soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 98K SFC candidates for MSG who have successfully completed courses as noted below should be viewed in the highest positive sense. All SFC candidates for MSG should have outstanding NCOES AERs.

Cryptologic Supervisors Course CY-200
Advanced Signals Analysis Course – ASI K2
Battle Staff Operations Course – ASI 2S

e. Special Programs. Several highly challenging programs exist for 98K NCOs. SFC candidates for MSG who have successfully completed programs as noted below during their career should be viewed in the highest positive sense:

Under Graduate Intelligence Program (UGIP)
Post Graduate Intelligence Program (PGIP)
Middle Enlisted Cryptologic Career Enhancement Program (MECCAP)
Military COMINT Signals Analysis Program (MCSAP)



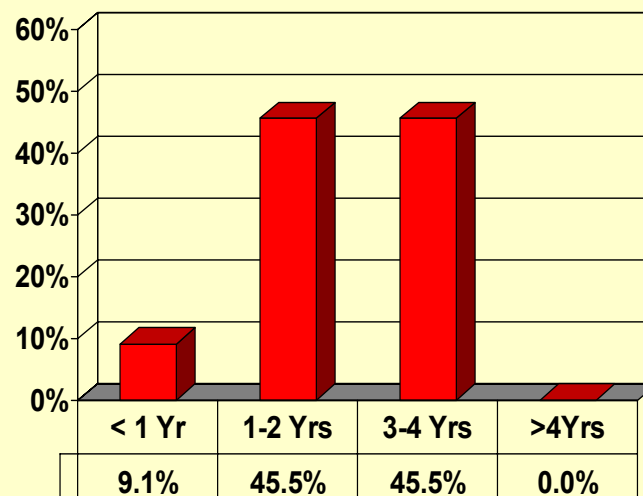
98K EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all SFCs in this MOS considered for promotion during the CY 03 MSG Selection Board



98K Professional Development

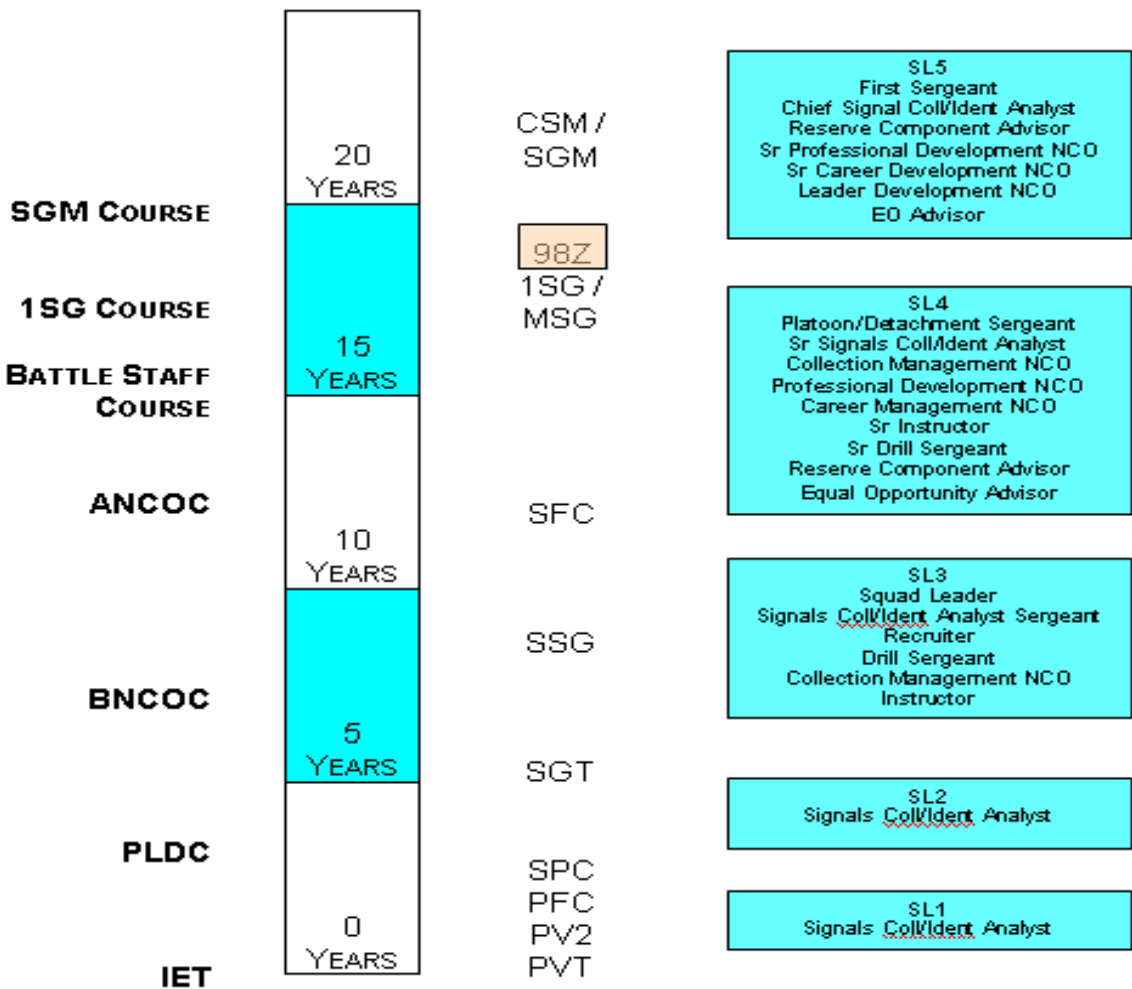
Professional Development Model for MOS 98K Signals Intelligence Collection/Identification Analyst

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See notes 1 & 2)	SIG Coll/ID Analyst		SIG Coll/ID SGT Squad Leader Mission Manager Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	Sr SIGINT Coll /ID SGT Detachment SGT Platoon SGT Career Advisor/ Professional Dev NCO Sr Sm Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98K transitions to MOS 98Z at MSG	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeant Major Academy
Block D: Recommended NCOES- Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Public Speaking Research Techniques Problem Solving		Prior to ANCOC Principles of Management Technical Writing	
Recommended Functional Courses			Battle Staff Operations Course		First Sergeant Course	



TYPICAL 98K CAREER

CAREER PROGRESSION CHART





GREAT SKILLS PROGRAM

**Enclosure
1**

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LEADERSHIP

Some GSP NCOs have held traditional leadership positions such as Team Leader, Squad Leader, Platoon Sergeant, Service School Instructor, and occasionally First Sergeant, prior to their integration into the GSP. All NCOs are qualified in their current grade through Noncommissioned Officers Education System (NCOES), as well as physically and psychologically evaluated to ensure their capability to perform in specialized assignments. The following is a table of equitable duty titles in terms of responsibility or personnel supervised.

GSP DUTY TITLES

Primary Case Officer

Lead Investigator

Debriefing/Interrogator

Alternate Case Officer

Investigator

TAREX Global Desk Officer

Detachment NCOIC

Team Chief

GSP Recruiter

EQUIVALENT POSITIONS

BDE Operations SGT

BDE Operations SGT

BN or BDE Operations SGT

BN Operations SGT

BN Operations SGT

BN Operations SGT/1SG

First Sergeant

Platoon Sergeant

USAREC/In Service Recruiter



SPECIAL UNITS/ SPECIAL PROGRAMS

**Enclosure
2**



Special Mission Units:

A limited number of MI soldiers are assigned to Special Mission Units (highly demanding classified operational positions), which due to their nature limit the soldier's opportunities in other traditional promotion enhancing areas. MI soldiers assigned to Special Mission Units operate in support of national command authority, high risk intelligence and operational missions. These assignments, due to their specialized nature, require a long term commitment by the soldier to the Special Mission Unit. A soldier's assignment and successful performance in these units should be viewed in the highest positive sense.

Special Training Programs:

Middle Enlisted Cryptologic Career Advancement Program (MECCAP):

Is a three-year competitive program at NSA designed for intensive Cryptologic studies.

Military COMINT Signals Analysis Program (MCSAP):

Is a three-year competitive program at NSA designed for intensive COMINT Signals Analysis studies.

Military ELINT Signals Analysis Program (MESAP):

Is a three-year competitive program at NSA designed for intensive Electronic Intelligence Signals studies.

Military Intern SIGINT Analysis Program (MINSAP):

Is a three-year competitive program at NSA designed for intensive SIGINT studies.

Undergraduate Intelligence Program (UGIP):

Prepares intelligence professionals for national and joint-level assignments through study of a broad spectrum of intelligence topics.

Post Graduate Intelligence Program (PGIP):

Provides a graduate level diploma in Strategic Intelligence. The program is designed to enhance the understanding of intelligence and the relationship of intelligence to national security operations.